MR. G. B. E. TRUSCOTT: This officer was appointed for a short while in connection with the Workshop being taken over by the University. He has now been relieved.

Overtime Work in the Government Press.

272. ✱ **MR. K. T. THOMAS:** Will the Government be pleased to state:

(*a*) the number of hours worked in the Government Press in excess of the schedule hours (overtime) from 1-9-1112 to 1-3-1113;

(*b*) the maximum number of hours worked during a day:

(*c*) the remuneration now paid for such extra work and the remuneration paid for such work in the year 1101;

(*d*) the remuneration in vogue for overtime work done during daytime and that for work of the kind done during night hours, in the Government Press in Madras and Mysore:

(*e*) whether the employees in the Government Press have memorialised the Government praying for the restoration of pre-retrenchment rates for overtime work; and

(*f*) if the answer to part (*e*) be in the affirmative, what action has been taken thereon.

MR. C. O. MADHAVAN: (*a*) 923½.

(*b*) 15.

(*c*) Overtime work is now remunerated by a system of graded, fixed monthly allowance. In 1101, remuneration was given at the rate of a day's wages for seven hours of overtime worked.

(*d*) Statement* showing the rate and conditions under which remuneration is given for overtime work in the Government Presses of Madras and Mysore is laid on the table.

(*e*) Yes.

(*f*) The matter is under the consideration of Government.

MR. K. T. THOMAS: May I know from the Government whether the piece-work compositors are paid only a monthly allowance for overtime work?

MR. C. O. MADHAVAN: All piece-work men are paid overtime allowances in a graded scale according to their pay.

MR. K. T. THOMAS: May I know whether they are paid at a rate higher than the rate allowed for normal work?

MR. C. O. MADHAVAN: That would depend upon the number of hours a man works in any month. For instance if the overtime allowance is Rs. 8 for a man on Rs. 75-100, if he works for, say, eight or ten hours he will get Rs. 8 by way of overtime allowance.

MR. K. T. THOMAS: May I know whether these piece-work compositors are very ofren compelled to work out of office hours during these days of overwork?

MR. C. O. MADHAVAN: Sir, no such complaint has been received by the Government.

MR. K. T. THOMAS: May I know whether a memorial has been sent by these piece-work compositors praying for waiting charges?

* *Vide* Appendix II *a* & *b* page 1051.

LIBRARY ARCHIVES Kerala Legislative Assembly

MR. C. O. MADHAVAN: A memorial has been sent up and the main prayer made therein is the grant of overtime allowance.

MR. K. T. THOMAS: Was the memorial put in before this present system was introduced?

MR. C. O. MADHAVAN: I can say that only after examining the memorial which is not in my possession now.

MR. K. T. THOMAS: Is it then to be taken that in answering the question no reference has been made to the memorial?

MR. C. O. MADHAVAN: The memorial referred to is not now in the hands of the Chief Secretary.

MR. K. T. THOMAS: With reference to answer marked (*e*) and (*f*) may I know whether the memorial is not available with the Government?

MR. C. O. MADHAVAN: No, Sir. It is not available just now.

PRESIDENT: Order, order. It might have been submitted to the Government. Anyway, the honourable member has made it clear that it is not available with him now.

MR. C. O. MADHAVAN: Yes, Sir. All that I can say now is, that I do not have the memorial with me.

MR. K. T. THOMAS: If it is not available with the honourable, member, then may I know how he was able to give the answer referred to in (*e*) and (*f*)?

PRESIDENT: Order, order. The honourable member for Government apparently thought that he had dealt with the matter and so he had sent it to some other Department for report. I take it that is the idea.

MR C. O. MADHAVAN: Yes, Sir, I have already told that the main prayer in the memorial is for the restoration of pre-retrenchment rates for overtime work.

PRESIDENT: Did not I hear the honourable Chief Secretary to say that this memorial has been sent to some other Department?

MR. C. O. MADHAVAN: Yes, Sir, I said that it was sent to the Government Press.

MR. K. T. THOMAS: How long is it since the memorial has been forwarded to the Superintendent?

MR. C. O. MADHAVAN: I cannot give that answer. I claim notice.

Relief acting of teachers.

273. *MR. KANNARA GOPALA PANICKAR: Will the Government be pleased to state the number of acting hands they have relieved from the Education Department?

MR. A. GOPALA MENON: The question is too general and not clear.

Rule 45, Public Service Recruitment Rules.

274. * MR. S. NARAYANA PILLAI (*Quilon cum Kottarakara*): Will the Government be pleased to state:

(*a*) whether complaints have been received by the Government or the Public Service Commissioner about the hardship inflicted by the operation of Rule 45, Public Service Recruitment Rules;

LIBRARY ARCHIVES Kerala Legislative Assembly

Appendix II (a)

vide Answer to Question No 2.72

Statement showing the rate and conditions under which remuneration is given for overtime work in the Government Press of Madras.

(1) Only technical employees in the Government Press will be eligible for overtime allowances. Employees in the Account, Store and Forms control and supply departments as well as menials will not be paid overtime allowances.

(2) *Overtime on working days.* Overtime is work done in excess of a normal day's work. Salaried employees will be paid at $1\frac{1}{4}$ times their usual rate per hour for the work done beyond the normal working hours but not exceeding 10 hours a day and at $1\frac{1}{2}$ times their usual rate per hour for the work done beyond 10 hours a day. Similarly pieceworkers will be paid at 25 per cent. of their class rates in addition to earnings for the work done beyond the normal working hours, but not exceeding 10 hours a day and at 50 per cent. of their class rates plus earning for the work done beyond 10 hours a day.

(3) *Overtime on Gazetted Holidays other than Sundays.* Salaried hands who are ordered to work on holidays should as far as possible be granted compensatory leave soon after the holidays on which work is done but when it is not practicable to give them such leave they may be paid for the hours worked at half their usual rate per hour. Piece-workers will be paid at 50 per cent. of their class rates in addition to earnings and they will not ordinarily be granted compensatory leave.

(4) *Overtime on Sundays.* For work on Sunday, a holiday should be granted both to salaried and piecework employees. If exemption from the provisions of the Factories Act is sanctioned and no holiday is granted, overtime allowances will be payable for the hours worked to salaried employees at half their usual rates per hour and to piece-workers at 50 per cent. of their class rates in addition to earnings.

(5) Piece-workers kept waiting for special work on Sundays or holidays, if they have no work or corrections on hand, will be paid at class rates.

(6) In the calculation of overtime hours, extra time under 20 minutes will not be paid for; from 20 to 40 minutes will be treated as half-hour and above 40 minutes as an hour.

Appendix II (b.)

Statement showing the rate and conditions under which remuneration is given for overtime work in the Government Press, Mysore.

Overtime allowance is paid for at the rate of one day's pay for every 8 hours' overtime subject to the following limitations:—

(i) The minimum period of extra work on any one day, which will qualify for overtime, will be one hour and the excess over it will be calculated only when it runs to full hours.

(ii) The maximum overtime allowance for an extra period of four hours' work is Rs. 2 and minimum one anna.

LIBRARY ARCHIVES Kerala Legislative Assembly